

JOHN E. BAUR

Assistant Professor
University of Nevada, Las Vegas
Lee Business School
Department of Management, Entrepreneurship, & Technology
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EDUCATION

University of Oklahoma 2015

Ph.D. in Business Administration (Concentrations: Organizational Behavior and Human Resource Management)

Dissertation: Do the ends justify the means? A role identity examination of pro-social rule breaking

Chair: M. Ronald Buckley

Committee Members: Mark C. Bolino, Bret H. Bradley, Jeremy C. Short, Lowell W. Busenitz, and H. Michael Crowson

Dissertation successfully defended on July 20, 2015

Creighton University 2010

Master of Business Administration (Concentrations: Management and Finance)

Loyola University New Orleans 2003

Bachelor of Business Administration (Major Field: Management)

PRINCIPAL FIELDS OF INTEREST

Research: Leadership, team dynamics, workplace deviance, and organizational power

Teaching: Organizational behavior, leadership, negotiation, human resource management, general management

ACADEMIC APPOINTMENTS

University of Nevada, Las Vegas, Lee Business School August 2015-present
Assistant Professor

University of Oklahoma, Michael F. Price College of Business 2011-2015
Graduate Research Assistant

University of Oklahoma, Michael F. Price College of Business
Graduate Teaching Assistant

2013-2015

PEER-REVIEWED JOURNAL ARTICLES

1. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (in press). Creating comprehensive leadership pipelines: Applying the real options approach to organizational leadership development. *Human Resource Management Review*. doi: 10.1016/j.hrmr.2018.07.001
2. Haynie, J. J., Flynn, C. B., & **Baur, J. E.** (in press). The organizational justice-job engagement relationship: How social exchange and identity explain this effect. *Journal of Managerial Issues*.
3. Haynie, J. J., **Baur, J. E.**, Harris, J. N., Harris, S. G., & Moates, K. N. (2019). When caring leaders are constrained: The impact of LMX differentiation on empathetic leaders in predicting discretionary work behaviors. *Journal of Leadership and Organizational Studies*, 26(1), 5-17. doi: 10.1177/1548051818767394
4. **Baur, J. E.**, Haynie, J. J., Buckley, M. R., Palar, J. M., Novicevic, M. M., & Humphreys, J. H. (2018). When things go from bad to worse: The impact of relative contextual extremity on Benjamin Montgomery's positive leadership and psychological capital. *Journal of Leadership and Organizational Studies*, 25(3), 323-338. doi: 10.1177/1548051817753342
5. Reid, S. W., Anglin, A. H., **Baur, J. E.**, Short, J. C., & Buckley, M. R. (2018). Blazing new trails or opportunity lost? Evaluating research at the intersection of leadership and entrepreneurship. *The Leadership Quarterly*, 29(1), 150-164. doi: 10.1016/j.leaqua.2017.11.005
6. **Baur, J. E.**, Hall, A. V., Daniels, S. R., Buckley, M. R., & Anderson, H. (2018). Beyond banning the box: A conceptual model of the stigmatization of ex-offenders in the workplace. *Human Resource Management Review*, 28(2), 204-219. doi: 10.1016/j.hrmr.2017.08.002
7. Anderson, H. J., **Baur, J. E.**, Griffith, J. A., & Buckley, M. R. (2017). What works for you may not work for (Gen) me: Limitations to present leadership theories for the new generation. *The Leadership Quarterly*, 28(1), 245-260. doi: 10.1016/j.leaqua.2016.08.001
8. **Baur, J. E.**, Ellen III, B. P., Buckley, M. R., Ferris, G. R., Allison, T. H., McKenny, A. F., & Short, J. C. (2016). More than one way to articulate a vision: A configurations approach to leader charismatic rhetoric and influence. *The Leadership Quarterly*, 27(1), 156-171. doi: 10.1016/j.leaqua.2015.08.002

9. Bradley, B. H., Anderson, H., **Baur, J. E.**, & Klotz, A. C. (2015). When conflict helps: Integrating evidence for beneficial conflict in groups and teams under three perspectives. *Group Dynamics: Theory, Research, and Practice*, 19(4), 243-272. doi: 10.1017/gdn0000033
10. Gibson, P. C., Hardy, J., **Baur, J. E.**, Frink, D. D., & Buckley, M. R. (2015). Expectation-based interventions for expatriates. *International Journal of Intercultural Relations*, 49, 332-342. doi: 10.1016/j.ijintrel.2015.06.001
11. Buckley, M. R., **Baur, J. E.**, Hardy, III, J. H., Johnson, J. F., Johnson, G., MacDougall, A. E., Peterson, D., Banford, C. G., Bagdasarov, Z., & Peacock, J. (2015). Management lore continues alive and well in the organizational sciences. *Journal of Management History*, 21(1), 68-97. doi: 10.1108/JMH-05-2013-0027
12. MacDougall, A. E, **Baur, J. E.**, Novicevic, M. M., & Buckley, M. R. (2014). Toward the pattern-oriented approach to research in human resource management: A review of configurational and category theorizing, methods, and applications. In M. R. Buckley, J. R. B. Halbesleben, & A. R. Wheeler (Eds.), *Research in Personnel and Human Resources Management* (Vol. 32, pp. 177-240). Emerald Group Publishing Limited. doi: 10.1108/S0742-730120140000032004
13. **Baur, J. E.**, Buckley, M. R., Bagdasarov, Z., & Dharmasiri, A. (2014). A historical approach to realistic job previews: An exploration into their origins, evolution, and recommendations for the future. *Journal of Management History*, 20(2), 200-223.
*Recognized as the “Outstanding Paper” of 2015. doi: 10.1108/JMH-06-2012-0046
14. Bradley, B. H., **Baur, J. E.**, Banford, C. G., & Postlethwaite, B. E. (2013). Team players and collective performance: How agreeableness impacts team performance over time. *Small Group Research*, 44(6), 680-711. doi: 10.1177/1046496413507609

MANUSCRIPTS UNDER REVIEW AND PROJECTS TO BE SUBMITTED THIS YEAR

1. **Baur, J. E.**, Bradley, B. H., & Bonner, R. L. [Title removed to protect the double-blind process]. Topic: The severity of workplace deviance must be considered and measures in organizational studies. Manuscript under review at *Journal of Management*.
2. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. [Title removed to protect the double-blind process]. Topic: Selection and willingness to work with candidates is impacted by political identities. Manuscript under review at *Journal of Applied Psychology*.

3. **Baur, J. E.,** & Buckley, M. R. [Title removed to protect the double-blind process]. Topic: Positive deviance in the workforce – antecedents and outcomes. Manuscript under review at *Academy of Management Journal*.
4. Haynie, J. J., & **Baur, J. E.** [Title removed to protect the double-blind process]. Topic: The downside to high-quality relationships with leaders. Manuscript under review at *Academy of Management Journal*.
5. Bradley, B. H., **Baur, J. E.,** & Stewart, G. [Title removed to protect the double-blind process]. Topic: How to reduce the negative impact of difficult team members. Manuscript under review at *Personnel Psychology*.
6. **Baur, J. E.,** Buckley, M. R., & Zhang, Y. [Title removed to protect the double-blind process]. Topic: Helping others to selfishly increase organizational power. Manuscript under review at *Management and Organization Review*.
7. Buckley, M. R., & **Baur, J. E.** [Title removed to protect the double-blind process]. Topic: The quality of academic research and the implementation of journal lists. Manuscript under review for inclusion as an invited chapter within T. Clark, M. Wright, & D. Ketchen (Eds.), *How to Get Published in the Best Management Journals*. Northampton, MA: Edward Elgar Publishing, Inc.
8. Zhang, Y., **Baur, J. E.,** & Buckley, M. R. [Title removed to protect the double-blind process]. Topic: Reconsidering absenteeism and presenteeism at work. Drafting the proposal for submission for the annual review issue at *Journal of Management*.
9. **Baur, J. E.** [Title removed to protect the double-blind process]. Topic: Moral identity in the emergence of ethical leadership. Analyzing data for submission to a special issue at *The Leadership Quarterly*.
10. Silvernail, K., Haynie, J. J., & **Baur, J. E.** [Title removed to protect the double-blind process]. Topic: Antecedents of leader relationship quality and the impact on justice perceptions. Data collection is ongoing for submission to a special issue at the *Journal of Organizational Behavior*.
11. **Baur, J. E.,** & Buckley, M. R. [Title removed to protect the double-blind process]. Topic: Prior ethical behaviors predict unethical treatment in negotiations. Experiment is ongoing for submission to *Personnel Psychology*.
12. **Baur, J. E.,** Frink, D. D., Hall, A. T., Buckley, M. R., & Ferris, G. R. [Title removed to protect the double-blind process]. Topic: Development and validation of a workplace

accountability scale. Preparing for the fourth and final data collection effort for submission to *Personnel Psychology*.

INVITED BOOK CHAPTERS

1. **Baur, J. E.**, Ellen III, B. P., DeOrtentiis, P., Buckley, M. R., & Ferris, G. R. (2013). Meta-analysis as received wisdom in the organizational sciences: Is it meeting its intended objectives? In D. Svyantek & K. Mahoney (Eds.), *Received Wisdom, Kernels of Truth, and Boundary Conditions in Organizational Studies* (A volume in the *Research in Organizational Sciences* series). Charlotte, NC: Information Age Publishing.
2. Dharmasiri, A. S., Ammeter, D. B., **Baur, J. E.**, & Buckley, M. R. (2013). Promises of telecommuting and preferences of Millennials: Exploring the nexus. In W.I. Sauser & R.R. Sims (Eds.), *Managing Human Resources from the Millennial Generation*. Charlotte, NC: Information Age Publishing.

PAPER PRESENTATIONS AND CONFERENCE ACTIVITY

1. Klein, H., Wright, P., Allen, D. G., McDonnell, A., & **Baur, J. E.** (2019). Crafting conceptual HR manuscripts. Submitted for a professional development workshop as the editors of the premier outlets for this work at the Academy of Management Meeting, Boston, MA.
2. Haynie, J. J., & **Baur, J. E.** (2019). Relative leader-member exchange and social identity: The downside to high status. Manuscript submitted for presentation at the Academy of Management Meeting, Boston, MA.
3. **Baur, J. E.**, Bivens, C. D., & Buckley, M. R. (2019). Organizational martyrdom: Seeking to help others but at what cost? Manuscript submitted for presentation at the INGroup Meeting, Lisbon, Portugal.
4. **Baur, J. E.**, & Bivens, C. D. (2019). Tying prior ethical acts to unethical behavior in negotiation: A moral licensing perspective. Manuscript submitted for presentation at the International Association for Conflict Management (IACM) Meeting, Dublin, Ireland.
5. Frink, D. D., **Baur, J. E.**, Hall, A. T., Buckley, M. R., & Ferris, G. R. (2018). Individual accountability in organizations: Scale development and validation. Paper presented at the Academy of Management Meeting, Chicago, IL.
6. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (2018). Beyond the ballot box: How political identity influences interpersonal judgments at work. Paper presented at the Academy of Management Meeting, Chicago, IL.

7. **Baur, J. E.,** & Bivens, C. D. (2018). The road to hell is paved with good intentions: How employee proactivity drives negative outcomes. Paper presented at the BESI Conference, Lugano, Switzerland.
8. **Baur, J. E.,** & Bivens, C. D. (2018). Do as I say, not as I do: Employee reactions to supervisor prosocial rule-breaking. Paper presented at the ISSWOV Conference, Trieste, Italy.
9. **Baur, J. E.,** & Buckley, M. R. (2017). In the eye of the beholder: A multi-stakeholder perspective to pro-social rule breaking. Paper presented at the Southern Management Association Meeting, St. Petersburg, FL.
10. Griffith, J. A., **Baur, J. E.,** Buckley, M. R., & Cardy R. (2017). To ask or not to ask: Factors impacting employee raise-seeking behavior. Paper presented at the Academy of Management Meeting, Atlanta, GA.
11. Lin, L., **Baur, J. E.,** Ivers, J., & Buckley, M. R. (2017). When voluntariness no longer matters: The impact of third-party forces on the voluntariness of turnover. Paper presented at the Academy of Management Meeting, Atlanta, GA.
12. **Baur, J. E.** & Buckley, M. R. (2016). A ripe apple in a rotten barrel: An interactionist examination of pro-social rule breaking. Paper presented at the Southern Management Association Meeting, Charlotte, NC.
13. Anderson, H. J., **Baur, J. E.,** & Buckley, M. R. (2016). Beyond banning the box: A conceptual model of the stigmatization of ex-convicts in the workplace. Paper presented at the Southern Management Association Meeting, Charlotte, NC.
14. Anderson, H. J., **Baur, J. E.,** Griffith, J. A., & Buckley, M. R. (2016). What works for you may not work for (Gen)Me: Generational limitations of leadership theories. Paper presented at the Southern Management Association Meeting, Charlotte, NC.
15. **Baur, J. E.,** Gardner, R. G., & Buckley, M. R. (2016). A ripe apple in a rotten barrel: An interactionist examination of pro-social rule breaking. Paper presented at the Society for Organizational Behavior induction conference, Lincoln, NE.
16. **Baur, J. E.,** Griffith, J. A., Macdougall, A. E., & Buckley, M. R. (2016). I know what you really mean: Exploring the implications of negative perceptions of positive feedback. Paper presented at the Society for Organizational Behavior induction conference, Lincoln, NE.

17. Griffith, J. A., **Baur, J. E.**, & Buckley, M. R. (2016). Insourced leadership: Applying the real options approach to leadership development in organizations. Paper presented at the Academy of Management Meeting, Anaheim, CA.
18. Lin, L., **Baur, J. E.**, Ivers, J., & Buckley, M. R. (2016). We hate to see you go: The impact of third-party forces on the voluntariness of turnover. Paper presented at the UNLV OUR Research Symposium, Las Vegas, NV.
19. **Baur, J. E.**, & Bradley, B. H. (2015). Severity of deviance and leader quality on team effectiveness. Paper presented within a symposium entitled “Staffing in high reliability organizations: Lessons from the NFL” at the Academy of Management Meeting, Vancouver, BC, Canada.
20. **Baur, J. E.**, Macdougall, A. E., Buckley, M. R., & Banford, C. G. (2014). I know what you really mean: Exploring the implications of negative perceptions of positive feedback. Paper presented at the Annual Southern Management Association Meeting, Savannah, GA. *Paper was recognized as the Best Doctoral Paper in the Human Resource Management Track
21. Gibson, P. C., Hardy, J. H., **Baur, J. E.**, Frink, D., & Buckley, M. R. (2014). An examination of RJP and ELPs for expatriates. Paper presented at the Annual Southern Management Association Meeting, Savannah, GA.
22. Bradley, B. H., **Baur, J. E.**, Stewart, G., & Banford, C. G. (2014). The no asshole rule revisited: How interdependence and emotional stability buffer team performance from a single difficult teammate. Paper presented at the Academy of Management Meeting, Philadelphia, PA.
23. **Baur, J. E.**, Allison, T. H., McKenny, A. F., Short, J. C., & Buckley, M. R. (2013). Charismatic rhetoric in leadership contests: An examination of presidential debates. Paper presented at the Annual Southern Management Association Meeting, New Orleans, LA.
24. Palar, J., Novicevic, M. M., Humphreys, J., Buckley, M. R., & **Baur, J. E.** (2013). Positive leadership in the extreme context of the Emancipation Era. Paper presented at the Annual Southern Management Association Meeting, New Orleans, LA.
25. **Baur, J. E.** (2013). Not as selfless as we thought? Power as a motive for organizational citizenship behavior. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.

26. **Baur, J. E.**, Allison, T., & Busenitz, L. (2013). Perceived investor support: The effect of investor value-added activities versus investment over time. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.
27. Bradley, B., Klotz, A., **Baur, J. E.**, & Banford, C. (2013). When does conflict improve team performance? A review of evidence and framework for future research. Paper presented at the Academy of Management Meeting, Lake Buena Vista, FL.
28. **Baur, J. E.**, Bradley, B., & Banford, C. (2013). When is bad really bad: The relative impact of the severity of workplace deviance on team performance. Paper presented at the Annual INGRoup Conference, Atlanta, GA.
29. **Baur, J. E.**, Allison, T. H., McKenny, A. F., Short, J. C., & Buckley, M. R. (2013). Charismatic rhetoric in leadership contests: An examination of presidential debates. Paper presented at the Annual Bridging Bedlam Meeting, Norman, OK.
30. **Baur, J. E.** (2012). Perceived venture capital support. Paper presented at the Academy of Management Meeting, Boston, MA.
31. **Baur, J. E.** (2012). Employee commitment in the informal economy. Paper presented at the Academy of Management Meeting, Boston, MA.
32. Bradley, B. H. & **Baur, J. E.** (2012). Teamwork and talent: Implication for team performance. Paper presented at Annual INGRoup Conference, Chicago, IL.
33. **Baur, J. E.** (2012). Perceived venture capital support. Paper presented at the Annual Bridging Bedlam Meeting, Stillwater, OK.

STATEMENT OF RESEARCH INTERESTS

My areas of research focus on three primary topics that initially sparked my interest in my prior work experience and have guided my career in academia to date. First, I seek to further advance our understanding of personalities and expertise in teams. From my personal experiences in team-based projects, I firmly believe that a bad apple can spoil the bunch through disagreeableness or deviance. In this way, then, there is a connection with my second area of pro-social deviance and rule breaking. As the focus of my dissertation, I am passionate about uncovering the reasons that employees engage in these other-focused behaviors that often jeopardize their own careers. Therefore, in contrast to budding areas of research such as the dark side of organizational citizenship behaviors, I focus on positive organizational behavior and find interest in the bright side of employee deviance. Finally, I am excited about various forms of leadership, specifically uncovering the impact of leaders in unique and troubling contexts as well as exploring new ways to measure leadership.

PRACTICAL EXPERIENCE

MACSTAM Title Company LLC, *Manager* 2006-2009

McGlinchey Stafford, PLLC, *Real Estate Paralegal* 2004-2006

HONORS, AWARDS, FELLOWSHIPS, AND CONSORTIA

2018-2019	MET Department's Outstanding Teaching Award
2019	UNLV EMBA Faculty of the Month
2017-2018	Lee Business School's Outstanding Service Award
2017-2018	MET Department's Outstanding Service Award
2016-2017	MET Department's Outstanding Teaching Award
2015	Emerald Literati Network Award for Excellence
2015	M. Ronald Buckley Summer Research Fellowship
2015	Cleo B. Clemons Murney Scholarship
2015	Outstanding Paper of 2015 at <i>Journal of Management History</i>
2014	Best Human Resource Doctoral Paper - Southern Management Association
2014-2015	Provost's Certificate of Distinction for Outstanding Graduate Assistant Teaching
2014	Late-Stage Doctoral Student Consortium – Southern Management Association
2014	Organizational Behavior Doctoral Consortium – Academy of Management
2013-2014	Oklahoma Foundation Summer Research Fellowship
2013-2014	Ronald B. Shuman Memorial Research Fellowship
2011-2014	University of Oklahoma Alumni Fellowship
2013	Research Support Program (RSP) Summer Research Fellowship
2013	Early-Stage Doctoral Student Consortium – Southern Management Association
2013	Human Resource Management Doctoral Consortium – Academy of Management
2012-2013	Daniel Wren Summer Research Fellowship
2012	Sigma Education Nation Scholarship

Other Honors and Awards:

Beta Gamma Sigma Honorary Business Society

Phi Kappa Phi Honor Society

Gamma Beta Phi Honor Society

University of Oklahoma Alumni of the Year Award

TEACHING**University of Nevada, Las Vegas**

Executive Education – developed a six-module class on Effective Delegation for hotel and casino executives through the Center for Professional & Leadership Studies (PLuS Center) of the William F. Harrah College of Hotel Administration

Courses Taught	(1-5; 5 best)
Spring 2019 MGT 483, Negotiation	Scheduled
Fall 2019 MGT 483, Negotiation	Scheduled
MGT 711, Seminar in Negotiation (MBA course)	Scheduled
EMBA 717, Negotiation (Executive MBA course)	Scheduled
Spring 2019 MGT 483, Negotiation	Ongoing
MGT 470, Compensation	Ongoing
Fall 2018 MGT 483, Negotiation	4.75
MGT 711, Seminar in Negotiation (MBA course)	4.62
EMBA 717, Negotiation (Executive MBA course)	4.70
Spring 2018 MGT 483, Negotiation	4.56
MGT 470, Compensation	4.53
Fall 2017 MGT 483, Negotiation	4.18
MGT 711, Seminar in Negotiation (MBA course)	4.28
Spring 2017 MGT 483, Negotiation	4.50
MGT 470, Compensation	4.70
Fall 2016 MGT 483, Negotiation	4.39
MGT 711, Seminar in Negotiation (MBA course)	4.50
Spring 2016 MGT 367, Human Resource Management	4.45
MGT 470, Compensation	4.60
Fall 2015 MGT 367, Human Resource Management	4.64

University of Oklahoma

Courses Taught	(1-5; 5 best)
Spring 2015 MGT 3133, Leadership	4.86
MGT 3013, Principles of Management (distance learning)	N/A
MGT 3363, Organizational Behavior (distance learning)	N/A
Fall 2014 MGT 3013, Principles of Management	4.80
MGT 3013, Principles of Management (distance learning)	N/A

Summer 2014	MGT 3013, Principles of Management	4.76
	MGT 3513, Human Resource Management	4.71
	MGT 3013, Principles of Management (distance learning)	N/A
Spring 2014	MGT 3363, Organizational Behavior	4.71
	MGT 3013, Principles of Management (distance learning)	N/A
Fall 2013	MGT 3363, Organizational Behavior	4.65

Teaching Assistant

Fall 2014	MGT 3133, Leadership
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SERVICE ACTIVITIES**Editing:**

Co-editor of *Research in Personnel and Human Resources Management*

Reviewing:

Ad-hoc reviewer for *Career Development International*, *Public Personnel Management*, *Journal of Management History*, and *European Journal of Work & Occupational Psychology*

Volunteer reviewer for Academy of Management Meeting, Southern Management Association Meeting, INGRoup Conference, IACM Conference, and ISSWOV Conference

Professional Memberships:

Academy of Management (OB and HR divisions)

Southern Management Association

INGRoup

Society for Human Resource Management

Other Service:

2019 Member – Management Curriculum Committee

2019 Member – Annual Evaluations Committee

2017-2019 Lee Business School Representative – University Bylaws Committee

*Drafted new promotion and tenure standards

2017-2019 MET Representative – Lee Business School Undergraduate Standards Committee

2018 Member – Scientific Committee of ISSWOV 2018 Conference

2017-2018	Chair – Management Curriculum Committee *Revised the management curriculum *Created a new HR concentration
2017-2018	Management Representative – AACSB Reaccreditation Committee *Implemented 14 changes to the business core
2017-2018	Chair – Data Analytics Subcommittee *Created a new three-step analytics initiative within the business core
2017	Chair – Management Search Committee *Successfully hired our top candidate
2017	Lee Business School Technology Committee
2017	Advisor – UNLV Leaders of Tomorrow student club
2015-2016	Member – Management Curriculum Committee
2014-2015	Veteran Support Alliance Member
2013-2014	Entrepreneurship Faculty Recruiting
2013	Student Representative on Dean Search Committee
2012-2015	Ph.D. Student Recruiting
2012	Graduate Council – Research and Travel Subcommittee
2012	Graduate Student Senate – External Affairs Subcommittee

MEDIA COVERAGE

Emerald Literati Network Awards for Excellence 2015 announced. Emerald Group Publishing, August 5, 2015. <http://www.emeraldgrouppublishing.com/about/news/story.htm?id=6282>

UNLV EMBA Faculty Feature: John Baur, Ph.D., Assistant Professor – EMBA 717 Negotiations and Conflict Resolution, January 14, 2019. <https://www.unlv.edu/news-story/emba-faculty-feature-john-baur-phd-assistant-professor-emba-717-negotiations-and-conflict>